

FOLIO

THE UNIVERSITY OF ALBERTA STAFF BULLETIN

EDMONTON, ALBERTA

9 DECEMBER 1976

GENERAL FACULTIES COUNCIL

The regular meeting of General Faculties Council was held on Monday, 29 November. The following items were among those discussed.

Question period

Proposal of Committee of Chairmen. Questions were raised by F.A. DeLuna, History, and F. Engelmann, Political Science, concerning the Committee of Chairmen's "Proposal for the Reorganization of the University Governing Structure."

Professor DeLuna queried the assistance given by the President's Office to this referendum before it had been considered by GFC. President Gunning replied that he felt it was important to know the extent to which the staff at the University supported or rejected the existing governing structure. He thought that this might be an appropriate means of finding out.

Professor Engelmann asked why the questionnaire did not provide for a "no" answer and why the accompanying material presented only one point of view. Dr. Gunning invited T.M. Nelson of the Committee of Chairmen to respond. Dr. Nelson said that the questionnaire was phrased to give a constructive response, not simply a negative response with no suggestion of other alternatives. The proposal and the accompanying material, he said, simply represented the "bare bones of some ideas" from a group of staff who were "trying to make a positive contribution" to the University.

Students' Union President Len Zoeteman asked whether the results of the referendum would be brought to General Faculties Council or to the President's Committee on University Legislation. President Gunning answered that the results would be made available to Council, and Council could decide what it wished to do with the information.

L. Eberlein, President of the AASUA, stated that the Staff Association "deplored" the method used to circulate the proposal and referendum, and that its Council had sent a letter to all academic staff requesting that they not vote on the referendum.

Library Hours. In response to a question from student member G. Noval, Council was informed that the Library would be extending its hours for the Christmas examination period.

From 1 to 17 December inclusive, Cameron and Rutherford Libraries will be open until 2 a.m., and on Sunday, 12 December, the Cameron, Rutherford, and Education Libraries will open at 9 a.m.

Nominating Committee

Council elected these individuals, whose names were put forward by the Nominating Committee, to serve on the following committees.

Selection Committee for the Chairman of Oral Biology: Raymond Marusyk, Medical Bacteriology.

Selection Committee for the Chairman of Clinical Dental Sciences: S. Stinson, Nursing.

Selection Committee for the Chairman of Community Dentistry and Manpower Development: Geraldine Farmer, Secondary Education.

Selection Committee for the Chairman of Electrical Engineering: James Dunn, Business Administration and Commerce.

Selection Committee for the Chairman of Animal Science: William G. Evans, Entomology.

Academic Development Committee: Joe Daniel, Physical Education—4.

Housing and Food Services Committee: Kim Hay, Arts—2.

Parking Appeals Committee: Rick Horn, Arts—1.

Amendments to Academic Staff Agreement, Part I

With the exception of one item, which was referred for clarification, Council approved the amendments to the Academic Staff Agreement, Part 1, as proposed by the Agreement Review Committee.

In addition to several housekeeping items, such as removal of redundant sentences, clarification, and agreement between various clauses, the amendments included the following: —provision for *acting* deans, department chairmen, vice-presidents, presidents, and other officers mentioned in the agreement to perform tasks in the agreement with the same authority as the designated officers; —simplification of the delegation process so that certain tasks mentioned in the agreement may be delegated by a dean or by the Vice-President (Academic) without requiring the approval of the Faculty Council; —provision for the President of the AASUA to delegate his or her tasks under the agreement; —clarification of the appointment authority

as follows: "The appointment of a staff member is made by the dean, under delegated authority from the Board, and the decision of the dean to make such appointment shall constitute the decision of the Board in that case";

—a new clause, 5.03.2, covering variations in a contract of employment subsequent to original appointment; such variations may be made by a dean, provided that they are in writing and are approved in writing by the staff member and that they have the written approval of the Vice-President (Academic) after consultation with the President of the AASUA and before the variations are submitted to the staff member;

—changes to clauses 6.02, Probation and Tenure, covering (a) the length of a probationary appointment when the effective date is other than 1 July, and (b) the effect of leave during probation on the length of probation;

—provision for staff members in Interdisciplinary Studies;

—deletion of 9.05.6—that the increment pool of a particular Faculty Salaries and Promotions Committee be decreased by one increment or a partial increment if a staff member of that Faculty is denied an increment or is awarded a partial increment—because this clause was considered "impractical and unnecessary"; —inclusion of dental care benefits and leave for childbirth in article 10, Benefit Programs; —change of the period for which a staff member is required to submit an annual report from 1 July-30 June to 1 September-31 August.

Employment policies

Having received the following proposals from the Academic Women's Association regarding employment policies and practices at the University and having decided that such policies ought not appear as part of the Academic Staff Agreement, the Agreement Review Committee forwarded the proposals to General Faculties Council. The Committee felt that if GFC and the Board adopted these proposals, they would be included in the GFC and Board policy manuals and would serve as instruction to University officers responsible for carrying out such policies.

1. In accordance with provisions of the Alberta Bill of Rights and of related legislation, the University is committed to the principle of

equal opportunity in employment, with no discrimination by reason of sex, sexual orientation, marital status, family relationship, age, race, color, religious beliefs, political beliefs, ancestry or place of origin, physical handicap (except when the handicap would clearly prevent the carrying out of the required duties).

The principle of equal opportunity encompasses such matters as selection and hiring practices, recommendations and decisions regarding salary and other remuneration, tenure, promotion, work loads, assignment to committee and administrative duties, and access to fringe benefits.

2. All staff positions shall be advertised in *University Affairs* and the *CAUT Bulletin*, and such other publications (including relevant Canadian publications) as the Dean of the Faculty concerned deems desirable.
3. All advertisements must include an equal opportunity clause consistent with the provisions of this Handbook and General Faculties Council policy on advertisements. Where it is deemed necessary to fill a post without advertising, appointments may be made providing that prior authorization is given by the Vice-President (Academic).
4. Members of the immediate family of staff members may apply for and be considered in competition for academic positions on the University staff. All opportunities and benefits normally accruing to a position on faculty will obtain where such an appointment is made.
5. Graduates of the University of Alberta may apply for and be considered for academic positions on the University staff.

The Agreement Review Committee also suggested that other "general policy" clauses

in the agreement, such as the statement regarding the use of advisory selection committees to assist deans in the appointment of staff, be adopted as GFC and Board policy and deleted from the agreement.

Council agreed that these proposals be rephrased and submitted for approval as GFC policy. Following adoption of the proposals as policy, the Agreement Review Committee has suggested that they be deleted from the Academic Staff Agreement.

Amalgamation of Articulation and Admission Requirements Committees

Council approved the amalgamation of the GFC Articulation Committee and the GFC Admission Requirements Committee.

It was also recommended that the combined committee submit its proposed terms of reference to the Council for approval and that the University Planning Committee be asked to examine the financial implications of the Registrar's accompanying proposal for additional staff for the amalgamated committee.

Committee on Equal Opportunities

Council approved the recommendation of the Executive Committee that the GFC Committee on Equal Opportunities become a President's Committee.

The original committee was struck at the GFC meeting of 28 June this year, "initially to investigate and bring forward specific proposals for improving the status of numbers of women in all faculties, but particularly those in which women are under-represented."

Council also agreed to amend and broaden the committee's terms of reference "to investigate and bring forward specific proposals for improving the status of women in the University."

It was also agreed that the members of this committee be obtained through the mechanism of the Nominating Committee. The following names were put forward by the Nominating Committee and elected by Council to serve on the Committee on Equal Opportunities: W.S. Larsen, Manager, Building Services; Kim Hammond, NAS—Psychology; Andre Nitecki, Library Science; Margaret Faulkes Jendyk, Drama; Pat Wright, Law—2; and Diana Horton, Graduate Student, Botany.

First Term Final Grades Notification

GFC approved the recommendation of its executive that the process of notifying students by mail of first term final grades be discontinued in favor of departmental notification. The onus would be on departments (or non-departmentalized faculties) to release first term grades prior to the start of second term for courses over which they have jurisdiction.

Operating Budget Guidelines

Council received the report of the University Planning Committee on the Preparation of the 1976-77 Operating Budget.

Included in the report was the statement that 37.33 new full-time academic positions were created and 13.5 new non-academic positions. Vice-President (Academic) Myer Horowitz commented that these "new" positions were actually bringing academic staff numbers up to their level in 1972. During 1971-73, he said, many academic positions were eliminated and positions vacated were deleted altogether.

Vice-President (Finance and Administration) L.C. Leitch said that this year's budget and the guidelines for next year's budget both aimed at break-even budgets. He mentioned that the University expected only an 8 percent increase in the provincial government grant, with the additional 2 percent being held aside by the government to meet emergencies.

Students' Union President Len Zoeteman asked whether, since the costs to maintain the University's level of service were considerably more than expected revenues from the provincial government, the University was contemplating a tuition fee rise. Professor Leitch answered that this was a strong possibility.

Council approved the Operating Budget Guidelines for 1977-78, which were virtually the same as those for 1976-77.

General Promotions and Salaries Committee: Student Membership

Council did not approve a request for designated student membership on the General Promotions and Salaries Committee.

Instead, it approved the recommendation of its Executive Committee that GFC recommend to the Agreement Review Committee that Clause 9.03.2 of the Academic Staff Agreement be amended to read "The composition of the GPSC shall be: all deans, one representative of the Association, five members elected by General Faculties Council, and the Vice-President (Academic) as Chairman." The clause previously read "five staff members . . ."; the amended version would allow student members to be elected to the committee equally with other members of Council.

Audit privileges

Council approved the recommendation of its Executive that "the imposition of attendance requirements for auditors be a matter for faculty self-determination, provided that the Registrar's Office is notified of any such requirement."

This matter had arisen from a motion passed by the Council of the Faculty of Agriculture and Forestry "that the audit notation appear on transcripts only in cases in which a

FOLIO

THE UNIVERSITY OF ALBERTA, EDMONTON, ALBERTA

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FOLIO OFFICE Telephone 432-4991
326 Assiniboia Hall, The University of Alberta
Printed by the Printing Department
Photographic lab work by Technical Services

student has attended at least 80 percent of the classes."

Obligations of serviced and servicing faculties

Out of the matter of the withdrawal of English 190 last year the general question arose of the obligations of serviced and servicing faculties. The question had been raised originally three years ago by E.J. Rose, Department of English.

A position paper by R.J. Moyles, Department of English, refers to the report of the GFC ad hoc Committee on Service Courses, submitted in 1971. Professor Moyles pointed out that the problems which arose surrounding English 190 could have been avoided if policies proposed in that report and outlined in the GFC Policy Manual had been adhered to.

The Position Paper, referring to the Policy Manual, states that "there must be a continuing communication between the faculty or faculties being serviced and the servicing faculty; that indeed a liaison committee should be established to ensure that the course (courses) is properly set up and to deal with any problems which may arise."

The Position Paper goes on in its interpretation of GFC policy: "It is clear that the responsibility (e.g. for the discontinuance of such courses) lies with the faculty and not with the department which might be offering them. The statement reads: 'The liaison committee will meet with the representatives from the offices of the deans concerned. If agreement cannot be reached, the question will be referred to Deans' Council.' Thus, should a faculty wish to discontinue offering a course these wishes will be made known to the liaison committee (with final arbitration of any difficulties being left with the Deans' Council), hopefully well in advance of the intended cancellation date."

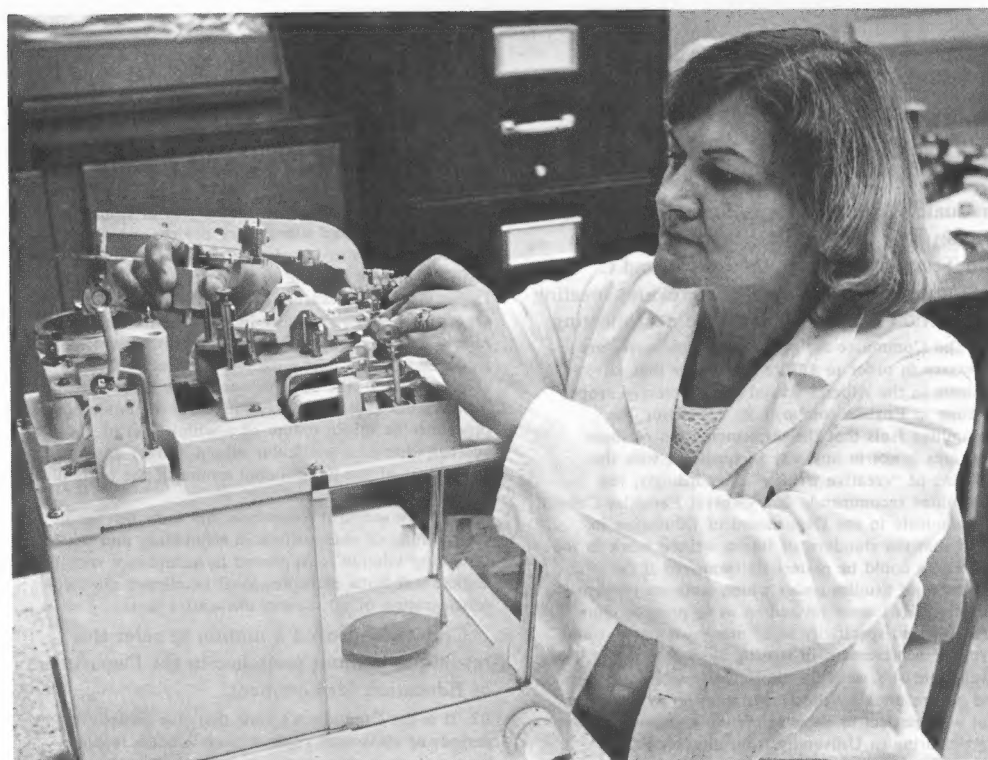
Council agreed that "the report of the ad hoc Committee on Service Courses, submitted to GFC in 1971, shall be deemed to contain procedures applicable to optional courses as well as compulsory courses, an optional service course being one which is offered by agreement between two faculties and taken voluntarily by the student."

Special Sessions Committee

Council received the annual reports of the Special Sessions Committee on Spring Session 1976, Summer Session 1976, and the Evening Credit Program (Off Campus) 1975-76. The reports were presented by S.C.T. Clarke, Director, Special Sessions.

Spring Session. Enrolment in Spring Session has increased steadily since the first Spring Session in 1972: 1,000 students in 1972; 2,033 students in 1973; 2,664 in 1974; 3,078 in 1975; and 3,576 in 1976.

There were 187 instructors, an increase of



E. Vincze of the Microscope Repair Division of Technical Services is shown repairing an analytical balance. Microscope Repair, which is located in 4-22 Mechanical Engineering, offers a complete balance service. More information can be obtained by telephoning 432-1449.

12 percent over 1975 and 25 percent over 1974, teaching 222 sections, 33 of full courses and 185 of half courses. In addition to this, 32 courses were offered by special arrangement to 67 students as tutoring or reading courses.

In conjunction with the Extension Faculty and with a grant from the Department of Advanced Education and Manpower, a special three-week session for senior citizens was offered. One hundred and eighty-four senior citizens attended, including seventy-six from outside Edmonton who were provided room and board in residence. Fourteen different general interest (non-credit) courses were presented.

ED CI 404, Curriculum and Instruction in Early Childhood Education, was offered in England and had an enrolment of nineteen students. This is the first time that a University of Alberta course has been offered overseas in Spring Session.

Summer Session. Enrolment in Summer Session seems to have stabilized in the 3,500 to 3,700 range. Enrolment in 1976 was 3,512, compared with 3,725 in 1975, 3,576 in 1974, and 3,729 in 1973.

In Summer Session this year there were 228 instructors offering 242 different sections, 44 of full courses and 234 of half courses. In addition, 28 tutoring or reading courses were offered by special arrangement to 95 students.

Five courses were offered abroad: Art 402 and Classics 459 in Rome; Clothing and Textiles 517 in Guatemala; ED CI 455-501

in London; INT D 446, Eastern Europe: a travel study course, in Warsaw and Prague. A total of 105 students enrolled in these courses.

Evening Credit Program (Off Campus). In 1975-76 63 different courses were offered at 26 different centres; the previous year, 43 different courses were offered at 25 centres.

The number of instructors decreased from 47 in 1974-75 to 42 in 1975-76, and the number of students decreased from 746 in 1973-74 and 580 in 1974-75 to 542 in 1975-76.

The report noted, "Historically, the Evening Credit Program has enabled teachers to take courses toward a first degree. With about 85 percent of Alberta teachers now possessing a first degree, this function is a declining one." However, 86.3 percent of the students enrolled were Education students last year, an indication that teachers continue to enrol, as the report points out, to change their specialization or to work toward diplomas or advanced degrees.

Two other functions of Evening Credit are the offering of courses at other universities from programs reserved for the University of Alberta (e.g. Rehabilitation Medicine courses at Calgary) and the provision of first year courses at large centres such as Cold Lake and Whitehorse which do not have colleges offering university transfer courses.

Committee on Undergraduate Writing Skills

Council continued its discussion of the report of the ad hoc Committee to Investigate Under-

graduate Writing Skills. It considered only section B of the Report, School Curriculum and Teaching Practice, sections A and C having been considered at the previous meeting and section D deferred until the next meeting.

B1. The Committee feels that strong measures are necessary in order to ensure effectively that all students in the Alberta school system receive proper training in English composition. Moreover, the Committee feels that the implementation of these measures is not in any way inconsistent with the teaching of "creative writing". Accordingly, the Committee recommends that General Faculties Council communicate to the Department of Education its belief that the standard of future written work in the University could be materially improved if the Programs of Studies under which students prepare for University (a) were revised so as to provide more structure and specificity as to *minimum* content and levels of achievement in writing at various grade levels, and (b) were the subject of implementation and enforcement by the Department so as to insure that with respect to these minimum standards students matriculating to University from any accredited school in the province would be guaranteed adequate preparation in writing. The details of such revision and the means of enforcement of students' right to adequate preparation would be most suitably devised and expressed by the Department, but the following model for content and enforcement indicates the general intent of the recommendation, with the understanding that this minimum content and procedure is fully consistent with wide latitude of content beyond the minimum and with a broad diversity of teaching methods.

a. That teachers of Language Arts at the high school level satisfy specific requirements contained in the Program of Studies; and that the said requirements shall include the teaching of composition, grammar, sentence structure, punctuation, and spelling, including the additional requirement that a suitable number of appropriate pieces of written work must be assigned and submitted for correction each year; and that a student shall not be promoted to the next grade unless the foregoing work has been satisfactorily completed.

b. That the provisions contained in paragraph (a) shall also apply to each grade within the junior high school system, in accordance with a revised Program of Studies for the junior high school system;

c. That the Program of Studies for elementary schools shall require that all teachers in the elementary school system shall also teach each year all of the foregoing skills mentioned in paragraph (a) and that a student shall not be promoted from Division 1 (i.e., Kindergarten to Grade 3) to Division 2 (i.e., Grades 4 to 6) unless a stated minimum of skills has been achieved by the end of Division 1; and further that a student shall not be promoted from Division 2 to junior high school unless a second stated minimum is achieved by the end of Division 2.

d. The Committee recommends that the revised Programs of Studies be forwarded individually to each teacher of Language Arts and to each elementary school teacher together with specific instructions that the teaching of the subject matter contained in the Program of Studies is a mandatory requirement in accordance with the teacher's professional responsibilities and that there exists no discretion permitting the teacher to avoid following the Program of Studies.

e. The Committee recommends that the Department of Education instruct each principal of each school of the foregoing and advise the principal that it is the principal's responsibility to ensure that the teacher receives the Program of Studies and complies with all requirements contained in the Program of Studies.

f. The Committee recommends that the Department

of Education monitor, through the use of testing and other inspection and supervisory devices, whether the requirements in Program of Studies are being fulfilled. Should it come to the attention of the Department of Education that a principal is not exercising his responsibility in ensuring that a teacher follow the Program of Studies, the Department of Education should take such enforcement procedure as is suitable in the circumstances. The Committee recommends that, in an extreme case, the enforcement procedure be in the nature of a withdrawal of accreditation of a particular school and/or an assessment of the professional tenure of the particular principal.

g. The Committee recommends that texts for use in the teaching of composition in elementary and secondary schools be approved in accordance with the highest standards of professional excellence after due consideration of all current alternative texts.

Council approved a motion to refer this resolution without prejudice to the Department of Education for comment.

B2. It is the Committee's view that, for comparable periods of classroom contact time, English teachers have a greater amount of assessment of written student work to do (reading, correcting, marking) than teachers in other subjects, if they take their work seriously and require written compositions from their students at frequent and regular intervals. Accordingly, the Committee recommends that General Faculties Council ask the Alberta School Trustees' Association to consider the workload placed on English teachers in junior and senior high schools in Alberta with a view to a more equitable distribution of work than that which exists at present among teachers in a given school.

Council approved this recommendation.

Smoking in General Faculties Council

Following vaporous comments from chemists on the laws of movement of gases, from a Romance Languages professor on perfume, and from a member in the southeast section of Council Chambers on Dean Baldwin's pipe, GFC approved a recommendation of the Executive Committee that there be separate areas for smokers and non-smokers at General Faculties Council meetings.

FACULTY OF ARTS RESOLUTION

R.G. Baldwin, Dean of the Faculty of Arts, informs *Folio* that the Executive Council of the Faculty of Arts passed the following resolution at a meeting on 30 November 1976:

This Council, convinced of the value of the contribution to be made to the academic development and organization of the University by both the General Faculties Council and the Faculty Councils, rejects the questionnaire sent out by a non-statutory ad hoc body, even though self-described as an *ex officio* committee, which leaves no opportunity for a negative answer; it further rejects the entire philosophy, contrary to the Universities Act and modern democratic trends of University administration, on which this questionnaire is based.

The Stone Owl



A RESPONSE TO THE COMMITTEE OF CHAIRMEN'S PROPOSAL

Department chairmen at the University of Alberta have issued "A Proposal for Reorganization of the University Governing Structure." Their proposal was published in *Folio* 25 November 1976.

We take any proposal to change the University's governing structure very seriously. The present proposal, coming as it does from chairmen, is an important initiative by an important administrative group.

The chairmen who endorsed this proposal, however, are not a constituency in the ordinary sense of that word. Furthermore, the motivation of chairmen to "streamline" decision-making processes in the name of broader academic principles (i.e., to allow greater support for the "prime functions of . . . teaching and research") may be suspect because, among all groups, chairmen *in terms of power* stand to gain a great deal by this proposal. It may be the case that chairmen supporting the proposal believe themselves distinterested in the implications of its possible adoption, or that they sincerely believe the proposal actually would go a long way toward improving administrative efficiency and the quality of decision-making and even enhance accountability. We are more skeptical than they, however, and we are surprised that they seem not to have questioned their own partisan position in advocating their proposal.

In our opinion the proposal advanced by the chairmen is not the way to go. In the first place, the chairmen in their document have given *no thought whatsoever* to the rehabilitation of General Faculties Council. They too easily are willing to transform GFC into an "influential internal university forum." Until it is demonstrated to the contrary GFC remains the only *statutory* forum *representative* of all the *constituencies* of the University. The chairmen could have performed a valuable service if they first had concentrated on reforms aimed at making GFC *work*.

Secondly, the chairmen have assumed that a "University Council of Department Chairmen" (along with a "Council of Deans" and senior administrative staff) would be more successful in solving the serious problems facing the University. In our opinion their assumption is wrong. Without question the recommendation to create a chairmen's council together with other recommendations in the proposal would streamline decision-making processes. But the

proposal in the overall, if ever adopted even in principle, would *sanctify administrative criteria* to the neglect of nonadministrative criteria including the legitimate interests of the academic and nonacademic staff and students. If our interpretation is correct, the proposal by the chairmen should be viewed more properly as a proposed problem for the University rather than as a solution for ongoing problems.

We have other specific concerns but brevity demands that we highlight only the following. In our opinion the chairmen have made a grievous error by suggesting the reversal of the University's policy with respect to staff and student participation. (We appreciate that the chairmen would argue that they have not advocated such a reversal, but it is our opinion that such is obviously the practical consequence of their proposals.) Staff and student participation in policy making are *critically* important if the university is to meet academic objectives and achieve highest standards. The input of chairmen is equally important; but chairmen (with deans and senior administrators) will not perform as well as they might, even though they may sense greater *control*, without the representative help of staff and students. Former President Wyman, speaking in support of the question of significant student representation on GFC, 3 February 1971, said, "We must view ourselves in the first instance as a university community, and we must believe that there is a common objective towards which we can all work together. We must have a spirit of mutual trust so that each of us can do the work assigned to us by the community. Whether one calls it a democracy or by any other name, it is a fact that people want to have a role in the decision-making processes that govern their lives." We agree.

Perhaps those chairmen supporting this proposal need to be reminded that the *University is not an oligarchy*, if ever it was. Indeed there are failings in GFC as presently constituted. Chairmen as well as students, staff, and senior administrators together are equally to blame and equally responsible in the search for remedies, not only with respect to University government generally, but especially as regards the role to be played by General Faculties Council.

E.D. Blodgett, Professor and Chairman
Department of Comparative Literature

F.C. Engelmann, Professor
Department of Political Science

G.F.N. Fearn, Associate Professor
Department of Sociology

S.M.A. Hameed, Professor
Business Administration and Commerce

G.K. Hirabayashi, Professor and Past Chairman
Department of Sociology

H.T. Lewis, Associate Professor
and Past Chairman
Department of Anthropology

BOARD OF GOVERNORS

The regular meeting of the Board of Governors was held Friday, 3 December. The following items were among those considered.

Housing loans for non-academic staff

The Board of Governors approved a recommendation that the University countersign loans by endorsing promissory notes for non-academic staff members wishing to purchase or build houses in Edmonton or the surrounding area.

Policy re Assistance for Non-Academic Staff Housing Loans

In order to attract non-academic staff members to the University and to retain their services following their original appointments, the Board of Governors has approved of assistance to staff members, or to the spouses of staff members who provide accommodation to the staff members, in the purchase or erection of homes in which they will reside, by endorsing promissory notes made by the staff members and the spouses in favour of third parties as evidence of loans made by third parties to the staff members and the spouses for that purpose, provided:

- (a) That the staff member is "full-time regular" as per the definition used by the Non-Academic Staff Association of The University of Alberta and has been a full-time regular staff member at the University for a period not exceeding five years;
- (b) That the home to be purchased or erected is in the City of Edmonton or within fifteen miles of the boundary of the corporate City of Edmonton;
- (c) That the assistance relates to the initial purchase of a first home within the area defined in (b);
- (d) That the amount of any such loan does not exceed the least of:
 - (i) the total funds provided by the staff member (his equity);
 - (ii) \$10,000; and
 - (iii) The gross annual salary of the staff member plus the gross annual salary of the spouse if also a full-time regular staff member of the University;
- (e) That the term of repayment of the loan does not exceed the least of:
 - (i) ten years;
 - (ii) the period to the staff member's normal University retirement date; and
 - (iii) a term calculated on the basis of one year for each \$1,000 of loan;
- (f) That the University's liability or contingent liability on such note be secured by:
 - (i) a second mortgage or encumbrance in favour of the University and
 - (ii) a form of indemnity by the staff member holding the University harmless and providing that the University may require the staff member to obtain a full and complete release of the University's liability if he ceases to be employed by the University or if he sells the property or if he is otherwise in breach of these documents in a form approved by the University's solicitors and with the cost of obtaining and discharging these instruments to be borne by the staff member; and

(g) That individual endorsements are made by the Vice-President (Finance and Administration) or, in his absence, by the Comptroller with the proviso that the total amount of outstanding endorsements shall be limited to \$1,000,000 until such time as the Board shall approve a higher amount.

Administrative Guidelines Relating to Policy Re Assistance for Non-Academic Staff Housing Loans
In order to administer the program of Assistance for Non-Academic Staff Housing Loans the following guidelines, based upon the Statement of Policy of the Board of Governors, have been developed:

1. That exclusion be made, for purposes of determining eligibility, of the period of time spent on any official leave of absence.
2. That the "home to be purchased or erected" may include property acquired as an interest in a condominium, but shall not include property acquired for multiple family use (i.e. duplex, multiple dwelling, etc.).
3. That assistance is not available toward the purchase of land on which the staff member intends to erect a home.
4. That the "equity" of the staff member is considered, for purposes of this program, to be the purchase price or cost of the property less any first mortgage indebtedness and the amount of the promissory note to be endorsed.
5. That the term of repayment of the loan be arranged between the staff member and the lender but, in no case, shall the term exceed the policy provisions.
6. That "second mortgage" may include a first mortgage but not a third or subsequent mortgage.
7. That assistance will be granted on one occasion only for each eligible staff member.
8. That the intent of the policy is to assist in the acquisition of a home in which the staff member will reside; refinancing of a property currently held directly or indirectly is not within the intent.
9. That the funds provided by the lender be drawn on or before the final date of eligibility under the provision relating to the appointment term of the staff member.
10. That the Vice-President or Comptroller may in their discretion extend the period of eligibility of a staff member up to one year in appropriate cases.
11. That the Vice-President or Comptroller may in their discretion extend the mileage limitation to twenty-five miles in appropriate cases.

Overseas courses

The Board members approved a proposal by the Special Sessions Committee that the instructional fees for overseas courses offered in either Spring or Summer Session be identical to those for on-campus courses and that there be no audit privileges for overseas courses. The policy will be effective 1 May 1977.

The elimination of audit privileges will prevent those students interested less in the academic aspects than in the "guided tour" aspects of a course from paying a token fee. Those students who do not wish to take these courses for credit, however, can register as special students and pay the normal fee.

Student fees

Board members approved a request from the Students' Union to increase Students' Union fees from \$34 to \$34.50 as a condition of

registration for all full-time undergraduate students. The increase will go into effect 1 September 1977 subject to the amendments of Students' Union by-laws.

The increase is a result of the approval of the students that they become members of the Federation of Alberta Students at a separate cost of fifty cents per year. The Students' Union will be responsible for transferring the fees collected to the Federation.

Differential fees for foreign students

Board members decided to reject differential fees for foreign students proposed by the Minister of Advanced Education and Manpower. However, this decision will be reviewed on the basis of further information from the Minister, including a clear statement of reasons and a clear mechanism for implementation of the two-tier fee structure.

Alberta Historical Resources Act

The Board considered alternative approaches to overcome certain difficulties existing in the Alberta Historical Resources Act. The Board of Governors reaffirmed the principle that the function of the University include teaching and research and that the University academic staff and students should be assisted, not hindered, in the pursuit of these goals.

Since some provisions of the Alberta Historical Resources Act appear to interfere with the legitimate activities of University paleontologists working in the province, members believed that this legislation should be amended to eliminate or modify such provisions. The main problem involves the custody and location of specimens. As it stands, the Act demands that specimens be given over to the Provincial Museum.

Athabasca Hall Exhibition

Board members received information on a scheduled exhibition of art and artifacts to be held in connection with the reopening of Athabasca Hall.

The purpose of this effort is to invite the community to celebrate with the University the reopening of Athabasca Hall. It is hoped that the public will then become aware of the wealth of material that the University possesses. The occasion will provide an opportunity for some to see these items, in many cases for the first time.

COMMITTEE FOR SPANISH IN ALBERTA'S SCHOOLS

The Committee for Spanish in Alberta's Schools is working to have Spanish taught as an optional language at the high-school level. A pilot project has been proposed for September 1977. Heliodoro Briongos, Committee President, says that the Committee

has been working since early this year and has had meetings with representatives of Alberta Education and the Edmonton Separate and Public School Boards, who received the proposal very favorably.

Mr. Briongos offers many reasons for Spanish being taught in provincial schools. First, Spanish is the fifth most widely spoken language in the world and the official language of twenty-two nations, most of them in North, Central, and South America. Second, many employment opportunities are available to the Spanish-English speaker in trade, tourism, diplomacy, teaching, translation, and interpretation. Third, Spanish is already being taught in British Columbia, Manitoba, Ontario, Quebec, and Newfoundland at the high-school level; most universities, including the Universities Calgary and Alberta, offer Spanish. Finally, he notes, there are one thousand Spanish-speaking families in Edmonton alone and many more throughout the province.

The Committee asks that those persons who are interested in its goals contact Mr. Briongos, telephone 432-3281 or 426-7766, or the Committee itself, in care of the Spanish Club Don Quijote, in the Department of Romance Languages.

EDUCATION PROFESSOR EVALUATES BILINGUAL PROGRAM

One of the many Federal-Provincial programs promoting bilingualism in schools is the Second-Language Monitor Program. Under the program full-time University students are paid by the federal-provincial funds for the six to eight hours per week that they spend assisting teachers of second-language courses in schools. When the Council of Ministers of Education decided to evaluate the Monitor Program it chose the procedure proposed by Douglas Parker, Associate Professor of Elementary Education and Secondary Education. Dr. Parker is, of course, bilingual, but he is also a specialist in language learning and teacher education. He has lived in almost every province and is familiar with the cultural differences among them, an understanding necessary to his project, which is concerned with the cultural aspects of second-language learning as well as the linguistic aspects.

Monitors are not teachers in a strict sense; rather, they supplement the teacher's effort by conducting remedial work, by conversing in the second language, and most importantly, by providing first-hand knowledge of the second-language culture. University students, normally in their third or fourth years, whose first language is French, become monitors in English-speaking schools, and vice versa,

although English-speaking monitors generally are assigned to universities in Quebec or New Brunswick, rather than to schools. The exchange that results benefits both students and monitors, linguistically and otherwise. It is the breadth and depth of these benefits that Dr. Parker will measure to establish the most effective conditions for fostering knowledge of the second language and the second culture. More specifically, he will measure the students' listening comprehension, oral production, cultural attitudes, and cultural awareness by a series of tests, some of which were designed for this project. With a team of evaluators, Dr. Parker will be travelling Canada from Halifax to Victoria next spring (later the itinerary will include Newfoundland and Prince Edward Island, as well) to conduct a second set of tests against which to measure changes from the first set, made this fall. In 1980 as many former monitors as possible will be contacted to see how they have been affected over the years by their participation in the Program. That carries the evaluation project quite a way into the future, and gives the evaluators some idea of the long-range effects of the Program.

The Monitor Program is not universal: teachers *request* monitors. But it does seek to create cultural empathy and a certain level of understanding of a second language—timely ambitions. It may seem a small program, but one can easily imagine a high school or first-year university student whose only acquaintance with a native speaker of the other of Canada's founding languages is that with the monitor.

Dr. Parker already has considerable data upon which he cannot yet comment. But, he says, he is encouraged by the interest expressed by students in increased emphasis on culture in the classroom. Equally encouraging is the better understanding of their second language that monitors whom he has observed show after only a brief time in the classroom.

One hopes that the Monitor Program will prove a successful one when the testing and evaluation has been concluded, and Dr. Parker may hope so too, though he would be loath to discover in himself a bias while he is testing. The immediacy of presentation, the fact that the monitors can give first-hand accounts of their culture and perhaps provide the nuances of language and culture usually lost to the outsider, give the Monitor Program an encouraging look of liveliness, at any rate. "The monitor," says Dr. Parker, "is to be seen as something exciting and interesting about second-language learning." It will be interesting and valuable to see how far the Program fulfills its promise.

BOOKS

■ *Jane Austen's Achievement: Papers Delivered at the Jane Austen Bicentennial Conference at the University of Alberta*, edited by Juliet McMaster, Professor of English, has been published by Macmillan of England. Norman Page, Professor of English, has a paper entitled "The great tradition revisited" in the volume; other contributors include B.C. Southam, Lloyd W. Brown, A. Walton Litz, Barbara Hardy, and George Whalley.

VISITORS

■ Ervin Laszlo of the State University of New York, Geneseo, visited the Centre for Advanced Study in Theoretical Psychology during the week of 15 November. He conducted a Seminar-in-the-Round entitled "A systems concept of cognition and communication."

PEOPLE

- C.F. Bentley, Professor of Soil Science, was named a Fellow of the Soil Science Society of America at a ceremony in Houston, Texas, in late November. Dr. Bentley was among twelve Fellows named; this is the first year the SSSA has named Fellows.
- A.H. Qureshi, Professor of English, presented a paper on Jalal-ud-Din Rumi, the great thirteenth century poet-mystic of Persia, at the seventy-fourth annual meeting of the Philological Association of the Pacific Coast held at Eugene, Oregon.
- Violet Archer, Professor of Music, was one of the guests of honor at an event honoring women musicians, held at the University of Oklahoma on 18 and 19 November. Dr. Archer gave a lecture on the twentieth-century art song, conducted a master class of voice students, all of whom sang her songs, and participated in a panel discussion on women's status in the music profession. On the evening of 19 November, a program of her compositions was presented by artists on the teaching staff of the School of Music of the University of Oklahoma.
- Karol Krotki, Professor of Sociology, researched during the summer with the Pakistan Institute of Development Economics and the Census and Registration Organization of the Government of Pakistan. Two research reports, co-written with Pakistani colleagues, appeared in *The Pakistan Development Review*. Another research report of twenty-one chapters by various authors and entitled *Issues in*

Demographic Data Collection in Pakistan will appear in early 1977. The report was co-edited with a colleague from the UN Economic and Social Commission for Asia and the Pacific. The Pakistan government has taken seriously the results of a demographic research after the 1961 population census and has asked for a similar analysis with regard to the 1972 census.

NOTICES

RADIO AND TELEVISION FILM ON HOCKEY

A television show made by the Department of Radio and Television will be broadcast by CFRN, Channel 3, on 29 December at 10:30 p.m. "Crosscheck, Aggression in Minor Hockey" defines problems and causes of aggressive behavior at the minor hockey level, with the main emphasis on coaching. Principal commentators are Robbie Campbell, psychiatrist, Glenn Hall, former NHL goaltender, Clare Drake, coach of the Golden Bears, and Al McCann, broadcaster.

RECEPTION FOR M.S. COOKE

Murray Cooke, Director of Personnel Services and Staff Relations, will retire at the end of December, following nineteen years of service to the University. A reception will be held in his honor at "The Ship" in Lister Hall on Friday, 10 December, from 4:30 p.m. to 7 p.m. Mr. Cooke's many friends and acquaintances are invited to attend the reception to extend their wishes to Mr. Cooke on his retirement.

1976 NON-FICTION AWARD

Alberta Culture invites authors, publishers, or interested readers to submit titles for the judges' consideration for the 1976 Non-Fiction Award. The competition is open to Alberta residents who have published works of popular general interest during 1976 and is designed to give tangible recognition to Alberta writers in the non-fiction field. The winner will receive an outright cash award of \$1,000.

The judges will consider English-language works of 50,000 words or more that appeal to a broad reading audience. Categories of works considered are human drama, biography, nature lore, humor, and history.

Two copies of each entry must be submitted by 31 December to: Alberta Culture, Film and Literary Arts, Eleventh Floor, CN Tower, 10004 104 Avenue, Edmonton T5J 0K5, attention Non-Fiction Award Committee.

1976 REGIONAL HISTORY AWARD

The Regional History Award was established to encourage literary excellence in the

compilation of regional lore. Each submission is judged on readability, human interest, general factual quality, and literary excellence. Submissions may take the form of personalized accounts of life in Alberta or the history of a community or settlement. Entries must have been published in English during 1976 and should not be less than 25,000 words in length. Any individual or group may submit an eligible work and two copies of each entry are required by the judges. The Award carries a cash prize of \$650.

Entries must be submitted by 31 December to: Alberta Culture, Film and Literary Arts, Eleventh Floor, CN Tower, 10004 104 Avenue, Edmonton, T5J 0K5, attention Regional History Award Committee.

ACADEMIC WOMEN'S ASSOCIATION

The Academic Women's Association will meet in the Faculty Club 14 December at 5:30 p.m. for a supper from the buffet. The program to follow at 7 p.m. will include a brief report from Nim Mehra and Lillian McPherson on the Western CAUT Status of Women meeting, Dorothy Richardson describing the new Canadian Research Institute for the Advancement of Women, and a showing of *Come Alive*, a film that includes some members of the AWA. Those wishing to attend should contact Sheila Bertram, Faculty of Library Science, 3-11 Rutherford South, telephone 432-5315, before 10 December.

SPEAKERS' BUREAU

The Speakers' Bureau helps organizations to engage speakers for their meetings. For more detailed information or brochures, contact the Public Relations Office, 855 General Services Building, telephone 432-4201.

HUMANITIES CENTRE BANNERS

The following notice has been received from Doug Haynes, Acting Curator of the University Art Gallery and Museum, Chairman of the Department of Art and Design, and Chairman of the Committee for the Purchase and Placement of Works of Art on Campus.

Approximately one year ago, three banners by Takao Tanabe were stolen from the east wall of the Humanities Centre. They were not recovered.

The possibility of replacing the banners was explored thoroughly, and it is not possible to do so. Since the gap in the collection left by the theft will be permanent unless the stolen banners are recovered, the Works of Art Committee is issuing this appeal for information regarding the whereabouts of the stolen banners.

There is no desire or intention to press charges or to seek any punitive action. No questions would be asked. We simply would

like the banners back in place for the pleasure of the students and faculty. If you have any information or knowledge of the location of these banners, please telephone the University Art Gallery and Museum, 432-5818, or write to the Art Gallery and Museum at Ring House One.

THIS WEEK AND NEXT

Listings must reach the Editor by 9 a.m. the Friday prior to publication. Written notification is preferred.

9 DECEMBER, THURSDAY

Biochemistry Seminar

12:30 p.m. "The sequence of ϕ x 174 DNA: the discovery of overlapping genes," with speaker Mike Smith, UBC. 227 Medical Sciences Building.

Geophysics Seminar

3:30 p.m. "First arrival time investigation of lower mantle heterogeneities," with speaker Daniel Au, Department of Physics. P-636 Physics Building.

Entomology Seminar

4:30 p.m. "The function of floral cues in bombus pollination systems, a preliminary report," with speaker T. Laverty. V-102 Physics Building.

German Film

7:30 p.m. *Die Konferenz der Tiere*. TLB-2 Tory Building. Admission is free.

Cinematheque 16

7:30 p.m. *McCabe and Mrs. Miller* (United States, 1971). Directed by Robert Altman and starring Warren Beatty and Julie Christie. Downstairs, Edmonton Art Gallery. Admission is \$2 for members and \$2.50 for non-members.

Edmonton Art Gallery Concert

8 p.m. Trio for flute, guitar, and viola. Downstairs, Edmonton Art Gallery. Admission is free.

10 DECEMBER, FRIDAY

Faculty Club

Downstairs. Beef stroganoff, rice, baby carrots, black forest cake. \$4.95.

Cinematheque 16

7:30 p.m. *Bananas* (United States, 1971). Directed by and starring Woody Allen. Downstairs, Edmonton Art Gallery. Admission is \$2 for members and \$2.50 for non-members.

Concert

8 p.m. Bim, Canadian folk singer. Students' Union Theatre. Admission is \$3 advance and \$4 at the door. Tickets available at the HUB Box Office.

National Film Theatre

8 p.m. *The Wolfpen Principle* (Canada, 1973) and *Bargain Basement* (Canada, 1976). The director of both films, Jack Darcus, and the star of *The Wolfpen Principle*, Vladimir Valenta, will discuss the films with the audience following screenings. Admission is \$2 regular, \$1.50 students and senior citizens.

Tournesol Dance Company

8:30 p.m. The Tournesol Dance Company performs *Ricochet*, an hour-long work based on the gradual build-up of energy. Tournesol Dance Workshop, 11845 77 Street, behind the Coliseum. For reservations telephone 474-7169.

Edmonton Symphony Orchestra

8:30 p.m. Pierre Hétu conducting; featuring Stefan Stalanowski, violinist. Tickets available from the Symphony Box Office, telephone 433-2020.

11 DECEMBER, SATURDAY

Edmonton Art Gallery Concert

2:30 p.m. Bill Emes Quartet. Downstairs, Edmonton Art Gallery. Admission is free.

Faculty Club

Downstairs. Fondue night: cheese fondue, salad, dessert. \$5.50. *Upstairs*. Regular dinner menu; reservations required. Entertainment: Charlie Austin Trio.

Student Cinema

7 p.m. and 9:30 p.m. *Alice Doesn't Live Here Anymore* (United States, 1974). Directed by Martin Scorsese and starring Ellen Burstyn and Kris Kristofferson. Students' Union Theatre. Admission is \$1.50 advance for students and \$2 at the door. Tickets available at the HUB Box Office.

Tournesol Dance Company

8:30 p.m. The Tournesol Dance Company performs *Ricochet*, an hour-long work based on the gradual build-up of energy. Tournesol Dance Workshop, 11845 77 Street, behind the Coliseum. For reservations telephone 474-7169.

Edmonton Symphony Orchestra

8:30 p.m. Pierre Hétu conducting; featuring Stefan Stalanowski, violinist. Tickets available from the Symphony Box Office, telephone 433-2020.

12 DECEMBER, SUNDAY

Provincial Museum Film

4 p.m. and 7 p.m. *Richard III* (Great Britain, 1956). Starring Laurence Olivier and John Gielgud. Provincial Museum Auditorium. Admission is free.

Student Cinema

7 p.m. *Barry Lyndon* (Great Britain, 1975). Directed by Stanley Kubrick and starring Ryan O'Neal and Marissa Berenson.

Students' Union Theatre. Admission is \$1.50 advance for students and \$2 at the door. Tickets available at the HUB Box Office.

Tournesol Dance Company

8:30 p.m. The Tournesol Dance Company performs *Ricochet*, an hour-long work based on the gradual build-up of energy. Tournesol Dance Workshop, 11845 77 Street, behind the Coliseum. For reservations telephone 474-7169.

13 DECEMBER, MONDAY

Edmonton Film Society

8 p.m. *Way Down East* (United States, 1920). Directed by D.W. Griffith and starring Lillian Gish. Classics Series. TL-11 Tory Building. Series tickets available at the door.

14 DECEMBER, TUESDAY

National Film Theatre

8 p.m. *Medea* (Italy, 1970). Directed by Pier Paolo Pasolini and starring Maria Callas. English subtitles. Centennial Library Theatre. Tickets available at the door.

Edmonton Jazz Society

8 p.m. Milt Jackson and the Monty Alexander Trio. The Hovel, 109 Street and Jasper Avenue. Admission is \$4 for EJS members and \$5 for non-members.

Edmonton Overture Concert Association

8:15 p.m. Pablo Elvira, baritone, and Gaetano Scano, tenor. Jubilee Auditorium. Tickets available at the door.

15 DECEMBER, WEDNESDAY

Student Cinema

7 p.m. and 9:30 p.m. *The Story of Adele H.* (France, 1975). Directed by Francois Truffaut and starring Isabelle Adjani. Students' Union Theatre. Admission is \$1.50 advance for students and \$2 at the door. Tickets available from the HUB Box Office.

Edmonton Symphony Orchestra

8:30 p.m. First of the du Maurier Pops series featuring P.D.Q. Bach with Peter Schickele. Tickets available from the Symphony Box Office, telephone 433-2020.

16 DECEMBER, THURSDAY

Faculty Club

Downstairs. Family Christmas party: chicken drumsticks, french fries, cole slaw, cookie house dessert. Adults, \$4; children \$2.50. Entertainment: Charles Dickens Singers.

Cinematheque 16

7:30 p.m. *O Lucky Man* (Great Britain, 1973). Directed by Lindsey Anderson and starring Malcolm McDowell. Downstairs,

Edmonton Art Gallery. Admission is \$2 for members and \$2.50 for non-members.

Edmonton Art Gallery Concert

8 p.m. The Edmonton Saxophone Quartet. Downsairs, Edmonton Art Gallery. Admission is free.

Edmonton Symphony Orchestra

8:30 p.m. First of the du Maurier Pops Series featuring P.D.Q. Bach with Peter Schickele. Tickets available from the Symphony Box Office, telephone 433-2020.

17 DECEMBER, FRIDAY

Faculty Club

Downstairs. From the grill: steak sandwiches, hamburgers, french fries, hot beef dips, tossed salad.

Upstairs. Christmas cheer: hip of beef, baked potato, broccoli, poinsettia salad, holiday dessert table. \$5.50. Lobster, \$12.50. Also regular dinner menu. Reservations required. Entertainment: The Committee.

Cinematheque 16

7:30 p.m. *Jazz on a Summer's Day* (United States, 1958). A film of the Newport Jazz Festival. Downstairs, Edmonton Art Gallery. Admission is \$2 for members and \$2.50 for non-members.

National Film Theatre

8 p.m. *Pour le meilleur et pour le pire* (Canada, 1975). Directed by Claude Jutra. Centennial Library Theatre. Tickets available at the door.

Student Cinema

12 midnight. *Steppenwolf* (United States, 1974). Starring Max Von Sydow and Dominique Sanda. Students' Union Theatre. Admission is \$1.50 advance for students and \$2 at the door. Tickets available from the HUB Box Office.

18 DECEMBER, SATURDAY

Faculty Club

Downstairs. Crêpe night. \$5.50.

Upstairs. Lobster, \$12.50. Also regular dinner menu. Reservations required. Entertainment: Cameron and Company.

Richard Eaton Singers

8 p.m. The Singers perform Handel's *Messiah*, conducted by Larry Cook and assisted by members of the Edmonton Symphony Orchestra. All Saints' Cathedral, 10035 103 Street. Admission is \$3.50 for adults, \$2.50 for senior citizens and students under sixteen. Tickets available from the Department of Music, 3-82 Fine Arts Centre, Mike's, the Cathedral Office, and the door.

Student Cinema

12 midnight. *Night of the Living Dead* (United States, 1968). Students' Union Theatre. Admission is \$1.50 advance for students and \$2 at the door. Tickets available at the HUB Box Office.

EXHIBITIONS AND PLAYS

University Art Gallery

To 12 December. "Classical Narratives in Master Drawings," an exhibition of forty original drawings representing works from the sixteenth to nineteenth centuries. Artists from Italian, French, Dutch, Flemish, German, and Danish schools are shown. The exhibition was selected from the collection of the E.B. Crocker Art Gallery in Sacramento, California.

To 12 December. "Honoré Daumier: Lithographs." Twenty-seven lithographs made available for showing by the Extension Service of the Winnipeg Art Gallery.

The University Art Gallery and Museum is located at Ring House One, directly behind the Faculty Club near Saskatchewan Drive. Gallery hours are 11 a.m. to 4 p.m. Tuesday and Wednesday; 11 a.m. to 9 p.m. Thursday; 2 p.m. to 5 p.m. Sunday.

Students' Union Gallery

To 11 December. Christmas sale and exhibition of crafts, including pottery, woven hangings, pillows, macramé, dolls, batiks, paintings, and others. Gallery hours: 12 noon to 6 p.m.

Provincial Museum

Continuing. "Documentary Heritage," a long-term exhibition displaying valuable manuscripts and documents in the Provincial Archives of Alberta. Archives Gallery.

From 10 December. "A Parliament of Owls," an exhibition of paintings, drawings, and specimens of species of owls found in Alberta. Feature Gallery 2.

To 17 December. "Harry Bamber—Pioneer Leduc Photographer," an exhibition of photographs from the first two decades of the century. Archives Lobby.

To 16 January. "Play's the Thing," an exhibition of home-made toys created from everyday materials. From the National Museum of Man. Feature Gallery 3.

To 23 January. "Small World of Toys," a nostalgic exhibition featuring a century of toys of all types. Feature Gallery 1.

Rutherford House

Continuing. The House, 11153 Saskatchewan Drive, is furnished in its original manner. Admission is free. Saturday and Sunday, 12 noon to 6 p.m. Tours by appointment, telephone 427-3995 weekends, 427-5708 weekdays.

Edmonton Art Gallery

To 15 December. "Norman Yates." Twelve works, including eight large representational drawings and two large multiple drawings by the University instructor and well-known local artist.

To 31 December. "Alexis Gritchenko."

Drawings, watercolors, oils, and gouaches by the Ukrainian artist.

Jubilee Auditorium

To 10 December. "Alberta Art Foundation Exhibition." This is the exhibition of Alberta art that toured Europe over the past year. Works include ceramics, sculpture, woven hangings, woodcut prints, oils, acrylics, and watercolors. Hours of the Auditorium Foyer: 9 a.m. to 9 p.m. weekdays; 12 noon to 5 p.m. weekends.

Northern Light Theatre

To 1 January. An adaptation by James DeFelice and Lawrence Reese of A.A. Milne's *Winnie-the-Pooh*. A Christmas show for children. Performances are at 12:10 p.m. Tuesday through Friday with extra performances Thursday and Friday at 1:10 p.m. Saturday performances at 7:30 p.m. and 9 p.m. Admission is \$2 for weekday performances, \$1 for senior citizens, and \$2.50 for Saturday performances. For reservations or information telephone the Theatre Office, 429-3110.

Theatre Francois d'Edmonton

10 and 11 December. *Les Dactylos* and *Les Chinois*, two plays by Murray Schisgal. Collège Universitaire Auditorium, 8406 91 Street. All performances in French; performance begins at 8 p.m. Admission is \$3.50 for adults, \$2.50 for students, and \$1.50 for children. Tickets available from the HUB Box Office, Le Carrefour, 11217 Jasper Avenue, and at the door.

Studio Theatre

From 9 December. A.R. Gurney, Junior's *Scenes from American Life*, a controversial, cutting play. For ticket information contact the Theatre Office, 3-146 Fine Arts Centre, telephone 432-2495.

Citadel Theatre

To 18 December. Henrik Ibsen's *The Master Builder*. A Canadian premiere of a new translation by Johan Fillinger. Directed by John Neville. In the Rice Theatre of the Citadel complex.

From 18 December. Peter Shaffer's *Equus*, directed by Kurt Reis and featuring Kenneth Haigh and Ian Dekin. In the Shoctor Theatre of the Citadel complex. For ticket information telephone the Theatre Box Office, 422-1524.

NON-CREDIT COURSES

WILLS AND ESTATE PLANNING

A three-session course on wills and estate planning will be offered by the Faculty of Extension beginning 9 January. It has been designed to inform individuals and families about the laws and taxes which affect wills and estates.

Among the topics to be discussed are will preparation, estate administration, and estate planning. Registrations are accepted in 228 Corbett Hall. The fee is \$30 and includes materials. Additional information may be obtained by calling 432-5067 or 432-5066.

MANAGING INVESTMENTS

Aspects of security investments will be explained in a course beginning 18 January. Topics to be covered include types of investments, types of securities, the mechanics of the market, how to evaluate bonds and preferreds, the technical approach to the market, and registered retirement plans.

Class hours will be from 7:30 p.m. to 9:30 p.m. for twelve Tuesdays. Registrations are accepted in 228 Corbett Hall. The fee is \$65 including materials. Further information and brochures can be obtained by calling 432-5067 or 432-5066.

STARTING YOUR OWN BUSINESS

Cable 13 will carry a course entitled Starting Your Own Business, beginning 7 December. The broadcast times are Tuesdays at 8 p.m. and Thursdays at 6:30 p.m. The course is offered through the Edmonton Cable Consortium by the Faculty of Extension. It will be useful both to those just starting their own business and to those who wish to improve their business operations through better business practices.

The course consists of eight thirty-minute programs that illustrate current concerns facing the small businessman. Each program deals with a particular problem in small business management through a case study of an actual business in Edmonton. The problem is then discussed by a panel of business experts who provide alternative solutions.

The topics to be covered include Starting a Business, Organizing a Business, Credits and Collections, Financial Management, Marketing, Personnel, Legal Aspects, and Success—Sell or Continue. The series will conclude with a one-day seminar to be held on 5 February for persons enrolled in the course. Instructional materials provided for students include transcripts of all programs.

Registrations for the seminar are accepted in 228 Corbett Hall. The fee is \$20. Additional information is available by calling 432-5055 or 432-5064.

LEGAL, ACCOUNTING, AND MANAGEMENT SEMINARS

A series of seminars will be held this winter especially for the construction industry. The topics to be covered are Basic Contract Law (17 January), Business Organization (24 January), Construction Contracts (31 January), Financial Accounting (7 February), Accounting and Income Tax Requirements (14 February), Construction Insurance and Bonding (21 February), Personnel Management (28 February), and Industrial Relations (7 March).

Registrations are accepted in 228 Corbett Hall and interested persons may register for either the complete series (\$120) or for individual seminars (\$30 each). For additional information or brochures telephone 432-5067 or 432-5066.

THE MANAGERIAL SALESPERSON

The principles of effective salesmanship will be discussed in a seminar on 21 January from 8:45 a.m. to 4:15 p.m. It is intended for the mature salesperson who is able to handle concepts related to successful selling.

The program is designed to incorporate managerial skills into the sales function. Among the topics to be covered are case discussions, movies, and the use of video-tape recordings. It is anticipated that selected members of the class will be video-taped in sales situations. These tapes will be analyzed by the class.

Registrations are accepted in 228 Corbett Hall. The fee is \$60 including luncheon, text, and materials. Additional information is available by calling 432-5067 or 432-5066.

SCHOLARSHIPS, FELLOWSHIPS, AND AWARDS

Killam Postdoctoral Fellowships

Donor: The Izaak Walton Killam Fund for Advanced Study. *Where tenable:* Dalhousie University. *Level of study:* PhD. *Field of study:* Open. *Value:* \$13,000 plus travel allowances. Applications for extensions may be considered. *Duration:* One year. *Conditions:* Applicants should not be more than thirty-five years of age and should possess a PhD degree from a recognized university or expect to obtain a degree before taking up an award. A Fellow may engage in teaching or other similar duties in the university. *Closing date:* 1 January 1977. *Further information and application forms should be requested from:* The Office of the Dean, Faculty of Graduate Studies, Dalhousie University, Halifax, Nova Scotia.

Fellowships and Assistantships in Transportation

Donor: Transportation Development Agency. *Where tenable:* At any Canadian university. However, at the PhD level, approval may be given in special circumstances for study outside Canada. *Level of study:* Graduate. *Field of study:* Any discipline related to transportation and leading to an advanced degree for which there is a thesis requirement. Students enrolled in a recognized graduate

transportation program may submit a research project. *Value:* Fellowship (PhD), \$6,500; Fellowship (Master's), \$6,000; Assistantship (Master's), \$4,200. In addition, tuition fees are paid to the university. *Duration:* Master's awards are for one year. PhD awards may be held for three years. *Conditions:* Applicants must be Canadian citizens or landed immigrants in Canada. *Closing date:* Completed applications must be forwarded to the chosen university before 15 January 1977. *Further information and application forms should be requested from:* Student Awards Office, 219 Central Academic Building.

Council of India Societies of Alberta Award

The Council of India Societies of Alberta will be giving awards this year in the following categories: academic honors awards for senior high and post-secondary level students; distinctive achievement awards for distinction in academics, athletics, and cultural fields; and service awards for meritorious service to society.

Those wishing to apply for any of these awards must be full-time students, should be from the East India Community, and should be residents of Alberta. *The deadline for applications is 31 December. For further information and details contact:* M. Singh at 432-3612 or Ramesh Gupta at 439-5859.

POSITIONS VACANT

NON-ACADEMIC POSITIONS

To obtain further information on the following positions, please contact Personnel Services and Staff Relations, third floor, SUB, telephone 432-5201. Please do not contact the department directly. Positions available as of 3 December 1976.

Clerk Typist II (\$578-\$700)—Mathematics; Plant Science; Computing Services; Non-Academic Staff Association
Clerk Steno II (\$600-\$726)—Elementary Education; Faculty of Extension
Clerk Typist III (\$325-\$393, half-time)—Educational Research Services
Senior Clerk (\$640-\$786)—Parking Services
Clerk Steno III (\$672-\$817)—Obstetrics and Gynaecology; Faculty of Extension; Chemistry; Faculty of Business Administration and Commerce; Immunology
Administrative Clerk (\$785-\$964)—Physics
Secretary (\$756-\$926)—Educational Psychology; Faculty of Business Administration and Commerce
Departmental Secretary (\$847-\$1,043)—Purchasing; Industrial and Vocational Education
Student Record Processing Clerk (\$700-\$853)—Faculty of Education
Data Entry Operator II (\$721-\$882)—Educational Research
Accounts Clerk II (\$725-\$887)—Office of the Comptroller (two positions)
Histology Technician I (\$408-\$502, half-time)—Anatomy
Laboratory Assistant II (\$624-\$756)—Pharmacology
Audio Visual Technician I (\$786-\$964, term)—Romance Languages
Biochemical Technician I (\$786-\$964, trust)—Faculty of Dentistry
Graphics Technician I (\$786-\$964)—Chemistry
Technician I (\$786-\$964)—Immunology
Storeman III (\$887-\$1,093)—Physics
Biology Technician II (\$887-\$1,093)—Zoology
Technologist II (\$1,005-\$1,244)—Surgery
Machinist Technician III (\$1,048-\$1,298)—Technical Services
Electronics Technician III (\$1,048-\$1,298)—Chemistry

The following is a list of currently available positions in the University of Alberta Libraries. The bulletin board postings in the Library Personnel Office, 516 Cameron Library, should be consulted for further availability.

Library Clerk II (\$600-\$726)—Acquisitions; Cataloguing
Library Assistant I (\$700-\$852)—Cataloguing

OFF-CAMPUS POSITIONS

Lecturer or Senior Lecturer in Electronics

University of Natal
Durban, Republic of South Africa

Applications are invited from suitably qualified persons for appointment to the post of Lecturer or Senior Lecturer in the Department of Electrical Engineering. The successful candidates for the post will be expected to develop and teach courses in electronic engineering and digital systems to undergraduates and graduates. They will also be expected to help in the general organization of the department.

The commencing salary will be dependent upon the qualifications and/or experience of the successful applicant. In addition, an annual vacation savings bonus is payable, subject to Treasury Regulations. Application forms and further information are obtainable from the Registrar, University of Natal, King George V Avenue, Durban 4001, Republic of South Africa, with whom applications, on the prescribed form, must be lodged not later than 10 January 1977.

Lecturer in Electrical Engineering University of Natal, Durban, Republic of South Africa

Applications are invited from suitably qualified persons for appointment to the post of Lecturer in Electrical Engineering. The successful candidate for the post will be expected to collaborate with other members of the staff in the development and teaching of undergraduate courses in circuit theory, instrumentation, and electrical machines. He or she will also be expected to help in the general organization and running of the department.

The commencing salary will be dependent upon the qualifications and/or experience of the successful applicant. In addition, an annual vacation savings bonus is payable, subject to Treasury Regulations. Application forms and further particulars are obtainable from the Registrar, University of Natal, King George V Avenue, Durban 4001, Republic of South Africa, with whom applications on the prescribed form, must be lodged not later than 10 January 1977.

PERSONAL NOTICES

All advertisements must be received by 9 a.m. the Friday prior to publication. Rate is 15 cents per word for the first week and 5 cents per word for subsequent weeks ordered before the next deadline. Minimum charge is \$1. Ads must be paid in advance. We regret that no ads can be taken over the telephone. For order forms or further information, telephone 432-4991.

Accommodation Available

For sale—Rosslyn, three-bedroom bungalow; completed basement. Double garage. 475-4768.

Dublin, Ireland. For rent: comfortable semi-detached house, fully furnished; quiet crescent, two miles city centre. Spring to fall 1977. 459-7842.

For sale—1,296 square foot, three-bedroom bungalow; professionally landscaped, fenced crescent lot, north Mill Woods; 1½ baths, fireplace. Better than average construction and interior finish. Heated garage. \$30,000 first mortgage at 10%. No agents. 462-1971.

For sale—two-bedroom house near University. Very good condition. Offers. 439-5248, 434-2779.

Family with nice bungalow in Windsor Park is interested in trading for large home in the same area, or will purchase older-style home in Garneau or Groat Estate area. Dorothy Hamilton, 439-7371; 436-8509, Kellough Realty.

Aspen Gardens—large two-storey family home on pie-shaped lot. Extra bedrooms in basement, plus

cozy family room. Immaculate condition. \$88,900. Mrs. Anderson, Royal Trust, 434-4460; 435-4869.

Southgate area—Immediate possession. Large bi-level home; completed lower area, plus all kitchen appliances. Double garage. Vendor wants offers. \$79,900. Superior family home. Mrs. Anderson, Royal Trust, 434-4460; 435-4869.

Professional consultants for relocation of University personnel (member of "Relocan," a national real estate service). Complete residential and investment analysis available on request. Inquiries held in strictest confidence. For further details, telephone Jeanne Eid, BSc, Distacom 426-5880, page 837, or Barbara Allen, BA, residence 434-0729; business, 436-5250. Spencer Real Estate Ltd., 7002 109 Street.

For sale by owner—beautiful Spanish-style half duplex bungalow; eight months old, 1,272 square feet, three bedrooms, 1½ baths, fireplace, appliances, full dry-walled basement, fenced lot, 42 x 115. Near all schools and bus. Large mortgage, no qualifications. 432-3064; 433-8924.

For sale by owner—eighteen-month-old Perry-built, 1,482 square-foot bungalow. Three bedrooms, two bathrooms, family room with brick fireplace. Patio; large dream kitchen, many built-in appliances; formal dining room, large living room, bay window. Double garage; fenced, landscaped. 10¼ percent mortgage. In quiet keyhole crescent, half block to golf club and buses; convenient to schools, Southgate, campus. \$95,000. 435-5603.

Family with executive bungalow in River Valley Country Estates, on ravine lot overlooking the river valley, and only a five-minute drive from the city, wants to trade for a smaller bungalow in the University area. Telephone Pat Howe at 436-4240 or 464-5500, page number 1535.

Attention all University staff! We have several distinctive listings in excellent southwest locations. Hearthstone: luxury three-bedroom townhouse, available immediately; easy access to University and all amenities, asking \$72,500. Sussex House: newer two-bedroom apartment-type condominium; large entertainment areas; listed at \$52,900. Executive four-bedroom Colonial with attractive log-burning fireplace in main floor family room. New listing



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on Marlboro Road, Westbrook Estates features magnificent 20 x 40 year-round swimming pool. Telephone Jeanne Eid, BSc: residence, 434-5780 Distacom 426-5880 number 837, or Pat von Borstel: residence, 434-4939. Spencer Real Estate Ltd. Business, 436-5250.

Split-level, custom-built, 1,400 square feet; three bedrooms; many extras. Large 68 by 120 foot lot, fenced, mature trees, shrubs. Patio doors, raised deck. Custom-built cupboards, countertop range, wall oven; two full bathrooms, separate front entryway, large family room. Near all schools, recreation, and shopping centres. Principals only. Low seventies. 469-7003.

For rent—Will share fully-furnished bungalow in Petrolia area. Single male, age 30-40. Garage included. Telephone 435-0250.

Three-bedroom furnished house, Windsor Park. Available for lease. Telephone 479-7151.

For sale—Brander Gardens: split-level, 1,800 square feet; family room, fireplace; double front-drive garage; professionally landscaped, large trees. Immediate possession if required. \$114,500—offers. For information, and to view, telephone owner: 432-6344 days; 434-6769 evenings.

St. Joseph's College may have a very few vacancies available for the second term; single room and board only; on campus, for students of any year. For information telephone 433-1569 or 439-2311.

Paris. Renting fully-furnished apartment 1 September for ten months. Suit responsible individual or couple. Central. References. Moderate rent plus utilities. Telephone 433-1716.

Selling: three-bedroom west-end townhouse, end unit; carport. Near freeway. Low monthly payments. \$47,500. 487-2529.

Accommodation Wanted

Suite or house for couple—by 1 December or 1 January. Reasonable rent. 439-2509.

Two- or three-bedroom furnished house or suite from mid-April to mid-October for Japanese professor and family. Telephone D.D. Betts, 432-3465.

Automobiles and Accessories

1974 Dodge Monaco Brougham, beautiful condition, every conceivable factory option. 424-8338.

1972 Dodge Challenger, metallic brown paint; runs very well, immaculate body; includes steel radials, snow tires and rims, QI headlights, 318 engine, tape deck. 477-7322.

Hardly used, fully self-contained eighteen-foot trailer; sleeps four adults and four children. Will store for winter. \$4,500. 435-5603.

1970 Mercury Marquis. Fully winterized, six tires, 427 cubic-inch motor. Fully equipped for trailer towing. Air conditioned. \$2,000. 435-5603.

1973 Plymouth Cricket station wagon. Manual shift, good condition, 40,000 miles. Owner moving to United Kingdom in December. Telephone 432-3294, 433-4739.

1967 Isuzu Bellet four-door; good running condition; complete maintenance manuals. \$300. 436-3127.

1975 Volkswagen Rabbit; 18,000 miles; very good condition. \$3,200, or best offer. 432-3465 days; 484-8239 evenings.

Goods and Services

Plumbing—for estimates on basement bathrooms, repairs, gasfitting, etc., call 465-7079.

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Antiques from England for sale. Tables, chairs, buffets, bookcases, stools, dolls, clocks, porcelain, art-glass, commemoratives, Oriental porcelain, pictures, gifts, collectables. Mary Goulden Antiques, corner of 109A Avenue and 135 Street. Thursdays, Fridays, Saturdays, 10 to 5. 452-0397.

Nutri Metic Cosmetics representative. Telephone Irene, 432-5684; evenings, 439-2406.

Shanghai House Mandarin Restaurant. Peking, Shanghai food—200 dishes. Peking duck—order in advance. Fire pot. Delicious, inexpensive. Monday through Friday, 4 p.m. to 10 p.m. Saturday and

Sunday, 11 a.m. to 11 p.m. 6525 111 Street. 435-7622.

Ee Religion: "All human beings are of the same creation; all religious faiths of the same ideal."

All welcome for further understanding. Telephone Dr. Ong, 476-9937.

Selling Asahi Pentax Spotmatic, with 1.4 lens, close-up and teleconverter lens, skylight filter, case. Excellent condition. Asking \$160 or best offer. Telephone weekdays after 5 p.m. and weekends anytime. 436-2514.

Selling: black, blue-eyed kittens by indiscreet Siamese. \$2 each. 434-6188 evenings.

Birch firewood. \$85 per cord, delivered. 465-7773.

Living room and bedroom furniture, black and white portable TV, stereo console. 436-8462 evenings.

For sale—full length russet suede coat, size 11, quilt lined, fox fur collar (removable); \$300 or best offer. 469-0827 after six.

Experienced secretary will do typing. Charge: \$.75 a page. Telephone Linda, 467-0657.

Handicapped gentleman with two-bedroom apartment requires live-in attendant. Duties: assistance for half hour, mornings and evenings, and light housework. Telephone Marg, 474-8391, 475-0475, Allan, 455-1050.

Fischer skis (195), Marker bindings \$60; Spaulding skis (195) Tyrol bindings, \$80; San Marcos Super-Pro boots, Men's 9½, \$125. All equipment excellent condition. 439-0209.

Stand-up bar, 4½ feet wide, with padding and rail, \$40. Sunlamp, \$20. Philips eight-cup coffee maker, like new \$20. 436-3127.

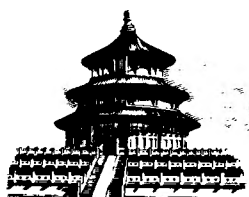
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